

PERSPECTIVE

SUMMER 2005

Physical Disability Agency

What leaders need to know

A vital initiative

*Army Reserve Civilian
Employer Information*

Regular Army integration

one Army, one commission

Combat Action Badge

What it takes to earn a CAB

<https://www.hrc.army.mil>

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(photo courtesy Defense Visual Information)

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While this is only my second note to you in the Perspective forum, it is my last as the commander of Human Resources Command, as I hand over the reins of command to BG (P) Rhett Hernandez. During my time here over the past five years, as the director of the Officer Personnel Management Directorate, and as the Commanding General of Human Resources Command, we have undergone significant changes in the Army.

We have gone from an Army that is postured for war and the protection of freedom, to one that is at war, and protecting freedom in places far away from home. We currently have more than 256,000 Soldiers overseas, deployed in more than 130 countries across the globe. And more than 125,000 of them are directly supporting the War on Terror in Iraq, Afghanistan and Kuwait. During this transformation, we have seen drastic changes in the way we manage our Soldiers. Some of those changes are a result of changing how we do our business to fight the War on Terror and some are being made as we transform our Army to provide capabilities required by the National Security Strategy for a full spectrum of missions to meet the threats of the future.



In addition to the changes made over the previous years, we also have made some changes that reflect supporting the environment we are now facing. In this issue of Perspective, I would like to bring to your attention the Combat Action Badge (CAB), approved by the Chief of Staff of the Army on June 6. The Chief of Staff's intent was to recognize those Soldiers who are increasingly facing dangers not only on the front lines, as in past wars, but throughout the entire battlespace. Appropriately, we will now recognize those dangers inherent in that new fight with the award of the CAB, to provide special recognition to Soldiers who personally engage or are engaged by the enemy. The criteria for the CAB are included in this issue on pages 18-19 and I encourage you to review them closely.

Thank you for all of your support during these past years. I ask that you give the same level of support to my successor, and wish you God Speed as we continue down this road of transformation, making our Army stronger, better, and more equipped to fight future battles. And, continue to do the right thing to support our Soldiers.

Hooah!

Dorian T. Anderson
Major General
Commanding

We continue to make changes in how we manage Soldiers as we find better ways to conduct business each day. In this issue of Perspective, I encourage you to look at some areas we have highlighted to make sure you know about what we are doing and why we are doing it - so when your Soldiers ask questions, you can speak with authority on those topics.

One area is reclassification, which HRC uses as a management tool to keep up with the structural changes in the Army, as well as meet MOS requirements. We have changed the MOSs of about 2,600 Soldiers so far, and anticipate another 3,000 during the coming months.



A second area you should know about is the Physical Disability Agency and its involvement with the Physical Evaluation Board (PEB) for those Soldiers who become physically disabled. Leaders need to be aware of the intricacies involved in the PEB process and what they can do to assist their Soldiers as they go through that period in their lives.

Finally, I ask that you think about those under your command who are in the Guard or Reserves. The article on Reserve Civilian Employer Information explains the requirements of having Ready Reserve Soldiers, with the exception the Active Guard Reserve, register their civilian occupational and employer information with the Department of Defense.

I will be traveling frequently in my capacity as the HRC Command Sergeant Major and look forward to meeting with you.

John F. Gathers
Command Sergeant Major

Army Physical Disability Agency

What leaders need to know...

by Col. Daniel Garvey
Deputy Commander
Physical Disability Agency

The Physical Disability Evaluation System (PDES) evaluates fitness of Soldiers to remain in the Army and determines compensation for those determined to be physically unfit. The Physical Disability Agency (PDA) processes approximately 10,000 disability cases each year. That number has increased to over 14,000 during the War on Terror. This article will assist commanders in understanding this process and how their input influences the outcome.

The Army proponent for the PDES is the Physical Disability Agency (USAP-DA), a field operating agency of the Human Resources Command. USAPDA oversees the operation of three physical evaluation boards (PEB) located at Walter Reed Army Medical Center,

Washington, D.C.; Ft. Sam Houston, Texas; and Ft. Lewis, Wash.

THE PROCESS

The PDES process starts when a Soldier, having received optimal medical care for an illness or injury, but still having physical limitations, is issued a P3 or P4 profile by his treating physician. If the physician feels the Soldier falls below medical retention standards identified in chapter 3, AR 40-501, he refers the Soldier to a medical evaluation board (MEB). Soldiers also can be referred into the PDES via the MOS / Medical Retention Board (MMRB) process.

The PDA processes approximately 10,000 disability cases each year. That number has increased to over 14,000 during the War on Terror.

The MEB is prepared by the Physical Evaluation Board Liaison Officer (PEBLO) at the Military Treatment Facility (MTF), and provides the PEB with a

thorough medical evaluation of the Soldier. The PEBLO is the primary point of contact for every Soldier

undergoing disability processing. In addition to medical information, an MEB contains documents that will be used by the PEB to determine a Soldier's fitness, eligibility for disability compensation, and qualification for separation or retirement for disability.

The PEB (normally a colonel, lieutenant colonel, and physician) conducts a thorough review of the MEB packet and the Soldier's medical records, then issues an initial finding, called an informal PEB. The PEB finds the Soldier either fit or unfit for continued duty in their primary MOS. If the PEB finds the Soldier fit for duty, then the recommendation is return to duty. If the Soldier is found unfit for duty, the PEB determines eligibility for disability compensation; and if eligible, a disability rating from 0 to 100 percent. The finding is provided to the Soldier through the PEBLO and the Soldier is given 10 days to concur with or rebut the informal PEB results. If the Soldier is found unfit and disagrees with the finding, he has the right to personally appear before the PEB, with legal counsel, and provide testimony to support whatever he contends is the

proper finding/rating by the PEB. This hearing is called a formal PEB. A formal PEB issues new findings, which may or may not change from the informal findings.

If the Soldier nonconcurs with his PEB results, the findings are reviewed by the agency staff and

either approved, returned to the PEB for reconsideration, or revised by the agency. Once the PEB findings are ultimately approved, USAP-DA authorizes transition centers to separate all unfit Soldiers. Unfit Soldiers with more than 15 years of active service, qualification in a shortage MOS or

critical skill, or with a disability resulting from combat or an instrumentality of war, may apply for continuation on active duty (COAD) which, if approved, enables them to reach 20 years of service.

A good commander's letter provides a detailed assessment of:
1) what the Soldier should be able to do and
2) what the Soldier currently is able to do ...and probably is the most important document in the packet in determining fitness.

HOW THE PEB WORKS

The PEB first determines fitness. In addition to reviewing the Soldier's medical condition, the PEB considers performance-related information including OER/NCOERs, APFT

results, and the commander's letter/performance statement. This letter should describe how the Soldier's condition affects his ability to perform his MOS-related duties, what specific duty restrictions have been placed on the Soldier and why, whether the Soldier has been compliant with prescribed medical treatment, and contrast the Soldier's performance before and after the precipitating incident. A good commander's letter provides a detailed assessment of what the Soldier should be able to do and what he currently is able to do, and probably is the most impor-

tant document in the packet in determining fitness.

For unfit Soldiers, the PEB identifies the cause of unfitness to determine whether it is compensable. By law, the Army only compensates Soldiers for conditions incurred in the line of duty (LOD), or for pre-existing conditions that were permanently aggravated by military service. (An exception exists for Soldiers with eight or more years of service.) Therefore, MEB packets must include a LOD determination when required by regulation. Incomplete or missing

LOD determinations are a leading cause of delay in the processing of disability cases. Soldiers with unfitting conditions that are not incurred in the line of duty (most often because they are pre-existing conditions) are separated by USAPDA without disability benefits.

If the PEB determines a condition to be compensable, it rates that condition on a scale of 0 to 100 percent applying the Veterans Affairs Schedule for Rating Disabilities, or VASRD. The PEB only rates

Commanders can help expedite this process by making sure Soldiers are available, make all their appointments, and are responsive to PEBLOs; completing items 19-22 on the Soldier's profile and commenting on the impact of the profile on the Soldier's duty performance; ensuring LOD investigations are completed as required and made available to PEBLOs; ensuring Soldiers take the APFT as permitted by the profile; and by preparing quality commander's letters.

unfitting conditions. After rating each unfitting condition, the PEB determines the overall rating and disposition. A Soldier with a disability rating between 0 and 20 percent, and fewer than 20 years of active duty, is separated with severance pay based on rank and years of service. A Soldier with a 30 percent rating or higher (or more than 20 years of service) with a condition that is stable for rating purposes (not expected to improve or worsen significantly) is permanently retired for disability. If the condition is not considered stable for rating purposes, the Soldier is placed on the temporary disability retirement list (TDRL) and re-evaluated again in 12 or 18 months, at which time a permanent decision is made or the Soldier is retained on the TDRL until the next re-evaluation. Soldiers can remain on the TDRL for up to five years.

ROLE OF COMMANDERS

The DoD standard for completing this entire process is 70 days.

Commanders can help expedite this process by making sure Soldiers are available, make all their appointments, and are responsive to PEBLOs; completing items 19-22 on the Soldier's profile and commenting on the impact of the profile on the Soldier's duty performance; ensuring LOD investigations are completed as required and made available to PEBLOs; ensuring Soldiers take the APFT as permitted by the profile; and by preparing quality commander's letters.

Commanders and leaders also can help Soldiers understand the purpose of the military disability system. The PDES is not intended nor designed to compensate Soldiers for all the impairments they incur while in service to their country. The PDES compensates Soldiers only for those conditions that prematurely terminate a Soldier's military career. The VA may rate any service-connected impairment, thus compensating for loss of civilian employability. ■

Where to find more on the Physical Disability Agency

<https://www.hrc.army.mil/site/active/tagd/PDF/pdapage.htm>

The Physical Disability Agency web site has detailed information, to include:

- Examples of commander's letters
- FAQs about the Physical Evaluation Board system
- A Medical Evaluation Board checklist
- A primer for Soldier's counsel – useful for those leaders who appear before the boards in support of their Soldiers

Reclassification

Used as a management tool to keep up with structure changes

by **Connie Marche**

Chief, Reclassification, Retirements & Separations Branch, Force Alignment Division, EPMD

Reclassification is a management tool utilized to reclassify Soldiers from an over strength to a shortage Military Occupational Specialty (MOS). Actions normally are individual or commander initiated requests; however, some are based on a Department of the Army (DA) approved force alignment reclassification plan (FAST TRACK).

The FAST TRACK program targets Soldiers serving in over strength MOS skills for voluntary reclassification. Soldiers receive a letter from Human Resources Command (HRC) which provides them with a 60-90 day opportunity to voluntarily participate in the program. For example, as a result of Army Transformation, the authorizations for MOS 42A (Human Resources) and 42L (Administrative) were drastically reduced. As a result, both MOSs were entered into the FAST TRACK program and offered the opportunity for reclassification into various shortage MOSs. These MOSs included 74D (Chemical Operations), 88M (Motor Transport), 92F (Petroleum Supply), and 92W (Water Treatment).

The Army has the authority, as outlined in AR 614-200, Enlisted Assignments and Utilization Management, for DA Directed reclassification of Soldiers serving in an over strength MOS. Unlike the FAST TRACK program, Soldiers who will remain in the same career field are not provided with a voluntary period. Execution of this authority has become necessary as the Army attempts to keep up with fast paced structure changes and corresponding MOS requirements.

RECLASS NOW AND IN FUTURE

As of May 20, 2005, EPMD has reclassified approximately 2,600 Soldiers serving in over strength MOSs within the Air Defense, Aviation, Signal, Adjutant General Corp, Transportation and Military Intelligence Career Management Field to shortage MOSs within Air Defense, Aviation, Signal, Transportation and Military Intelligence Career Management Fields. An additional 3,000 Soldiers serving in excess Military Intelligence, Signal, Air Defense, and Adjutant General MOS can expect to be reclassified to shortage skills by the end of this fiscal year. Involvement and support by the chain of command directly impacts the success of these force alignment initiatives. ■

Active Guard Reserve program meets mission ahead of schedule

by **Julia Collins**

Public Affairs Specialist, HRC St. Louis

The Army Reserve Active Duty Management Directorate (ARADMD) at Human Resources Command St. Louis (HRC St. Louis) continues to meet its mission of bringing new Soldiers into the Active Guard Reserve (AGR) program five months ahead of schedule.

The growing program, currently comprised of approximately 15,000 Soldiers, positions full-time Soldiers at Army Reserve units and commands worldwide. AGR Soldiers support and enhance the mobilization readiness of the Army Reserve. They are fully integrated into the units they are assigned to and deploy with the unit should it be called. AGR Soldiers enjoy the same benefits and entitlements as active duty Soldiers,

including medical care for themselves and their immediate family and the opportunity for full retirement after 20 years of active service.

AGR Recruiter Opportunities

ARADMD also is responsible for assigning AGR recruiters, both permanent and detailed, to recruiting stations throughout the country.

Recently, the number of recruiters needed to support the Army Reserve's recruiting goals was increased by 734 new recruiters in the ranks of sergeant through ser-

geant first class. This is the best opportunity for qualified Soldiers to start their AGR career.

To meet new as well as future requirements, ARADMD has established an AGR Recruit-the-Recruiter team to focus on this unique and challenging mission.

AGR Soldiers support and enhance the mobilization readiness of the Army Reserve. They are fully integrated into the units they are assigned to and deploy with the unit should it be called.

The team travels to various Army Reserve commands throughout the country to meet with eligible candidates and provide information about the AGR Recruiter program, its benefits and requirements.

Soldiers do not have to wait for a team visit to learn more about becoming an AGR Recruiter. Visit the HRC St. Louis Web site at: <https://www.hrc.army.mil/site/reserve/soldierservices/programs/agr/agr-recruiter.htm>

How to become an Active Guard Reserve Soldier

Members of the Active Army and Army Reserve, who are in good standing, can apply for the AGR program. To be selected for the program, interested candidates must complete an AGR application which can be requested by email at: AGR.APP@hrcstl.army.mil or downloaded from the HRC St. Louis Web site at <https://www.hrc.army.mil/site/reserve/download/index.htm>.

Once individuals are determined to be qualified for the AGR program, they will be contacted by a member of the ARADMD Accessions team as positions become available. This process can take several months as new requirements and positions open throughout the year. ■

Where to find more information about the AGR Program

<https://www.hrc.army.mil/site/reserve/soldierservices/programs/agr/agrprogram.htm>

A Vital Initiative: *Army Reserve Civilian Employer Information*

by Maj. David E. Limmer
*Personnel Proponency Integration
Officer, HRC St. Louis*

In March 2004, the Department of Defense (DoD) initiated the Civilian Employment Information (CEI) program to establish a centralized database of current, detailed information pertaining to Reserve Soldiers' civilian employment. This initiative, launched by the Under Secretary of Defense for Personnel and Readiness, Dr. David S.C. Chu, directs all Ready Reserve Soldiers, with the exception of the Active Guard Reserve, to register their civilian occupational and employer information with DoD. Up-to-date CEI information is vital to managing the Reserve force and protecting Soldiers' employment rights.

Identifying First Responders

A major imperative driving CEI is the need to identify "first responders." Recent mobilizations have deeply strained the pool of police, firefighters, and other emergency response specialists. Many of these professionals also serve in the Reserve Components and were called to active duty in support of the War on Terror; diminishing the num-

Other HRC St. Louis actions in support of CEI implementation:

- Reconfigured the existing Civilian Skills database to accommodate CEI registration
- Designed CEI compliance alerts for Soldiers reviewing and updating their military records online
- Implemented an alert for career managers on their electronic "watchlist" to indicate the status of Soldier CEI data
- Coordinated development of an online CEI reports generator providing commanders with current rosters of non-compliant Soldiers

bers of available first responders in local communities. DoD must know who these Soldiers are and the criticality of their civilian employment to maintaining public health and safety, as this impacts on essential homeland defense and emergency response efforts.

Outreach to Civilian Employers

The CEI program also can assist the Office for Employer Support of the Guard and Reserve (ESGR) in promoting more effective outreach to civilian employers. Currently, ESGR has accurate addresses for less than 10 percent of the firms and non-profit organizations employing Reserve Soldiers. CEI's full implementation will greatly assist the ESGR's outreach initiatives.

Rights of Soldier, employers

Finally, DoD is determined to inform both employers and Reserve Soldiers

of their respective rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). With the increasing use of the Reserve Components to support War on Terror operations, the transition from "citizen" to "warrior" and back again must be sustained. Maintaining a full and accurate database of civilian employment data will enable DoD to better support Soldiers and employers alike.

While the Army Reserve G-1 is the proponent for Army Reserve CEI implementation, the HRC St. Louis Personnel Proponency Office (PPO) has played a vital role in the CEI initiative. The PPO has developed implementing information for dissemination and posting on the HRC St. Louis web site, with a link for Soldiers to input their CEI information directly into the CEI database. ■

Leader involvement is vital to ensuring full CEI implementation.

Reserve Soldiers are encouraged to register their CEI information online now at the HRC St. Louis web site at:

<https://www.hrc.army.mil/site/reserve/>.

Information is protected and secured through AKO.

Enterprise Data Analysis Reconciliation & Reporting Tools

EDARRT to better integrate data for personnel specialists

by Cynthia L. Swords and Matthew Phillips

Personnel Information Systems Directorate

Integrating data that is resident in separate legacy data bases is a major technology challenge facing the Army personnel community. Human Resources Command (HRC) is addressing this challenge by producing a collection of Business

Intelligence tools, reporting analytics, data mining capabilities, and data platforms that allow and enhance the delivery of information to HRC decision makers. HRC Business Intelligence products will

include Human Resource reporting, online analytical processing, data mining and key performance indicators that can be presented through intelligent portals, scorecards or dashboards.

One cornerstone of these products is the Enterprise Data Analysis

Reconciliation & Reporting Tools (EDARRT). EDARRT is a PERSINSD effort to leverage a Commercial Off The Shelf product known as COGNOS Business Intelligence technology. EDARRT is a dual purpose tool that provides a systems-based view of Soldiers' records as they appear across multiple personnel, financial and theatre data stores. It is targeted to support both the War on Terror and

Army
Personnel
Transformation
missions.

The information delivered comes from interfaces, legacy data, HRC's Centralized Data Warehouse and enterprise

applications. Web access will provide easy access to users worldwide.

The potential use of EDARRT within the Army personnel community is limitless and could be a tremendous asset to anyone needing information to assist and support Soldiers and Army personnel managers. One of the cur-

see **EDARRT**, page 17

The potential use of EDARRT within the Army personnel community is limitless and could be a tremendous asset to anyone needing information to assist and support soldiers and Army personnel managers.

Regular Army Integration: One Army, One commission

by Lt. Col. Joe Huber

Chief, Accessions, Retirements & Separations Branch, OPMD

Since Sept. 30, 1996, public law has required that “no person may receive an original appointment as a commissioned officer in the Regular Army (RA).” This past October, the 2005 National Defense Authorization Act (NDAA) required all officers on the Active Duty List (ADL) to be commissioned RA. As a result, all new officer accessions are being appointed RA as of May 1, 2005. Commissioned officers currently on active duty will be automatically converted to RA on Veteran’s Day, Nov. 11, 2005.

HRC Alexandria is using a three-phase process to transition all active duty officers to RA. Phase I, which started May 1, affects all new accessions (e.g., ROTC, USMA and OCS). Phase II will affect current USAR officers serving on the ADL. They will be automatically converted to RA on Veteran’s Day. Phase III will affect how HRC Alexandria processes retirements and separations for current USAR officers (primarily 2nd Lt. through Capt.).

Phase I

This phase begins with the commissioning sources (ROTC, USMA, OCS, and the special branches) certifying that new officers meet the requirements to be appointed RA. Under Title 10, this includes the requirement to be a U.S. citizen, hold a SECRET or higher security clearance, and be of good moral character. HRC Alexandria will publish RA Orders which will allow all newly-accessed officers to enter active duty as RA officers.

Phase II

This phase affects all USAR-commissioned officers who are currently serving on active duty and are on the ADL. This does not include those officers who are part of the ADL, but are flagged for adverse actions or officers in special branches. Officers in special branches will receive additional guidance from their respective branch. Computer programs will be in place to automatically switch ADL active duty officers to RA on November 11. Since officers do not have the option to decline RA, there will not be a need for them to take a new Oath of Office. Officers will not incur an additional Active Duty Service Obligation (ADSO) as a result of this transition.

see **One Army**, page 17

Officer Assignment Interactive Module

New and improved website for Army officers

by **Shelia Lockhart**

*Acting Chief, Information Management
Office, OPMD*

AIM, the Assignment Interactive Module -- formerly known as Officer Assignment Preference (OAP) Online -- is now updated with additional functionality

that enables officers to review and post information to their HRC career managers for assignment and functional area considerations.

Assignment Interaction

With officer skills and experience being the most important consideration for assignment selection, the web service now enables officers to provide that information directly to their career managers during the assignment

process. In addition to affording officers the opportunity to request open, valid Army requirements based on their grade, branch, and functional area, AIM gives officers the ability to tell their career managers what skills and experience they have for a specific duty position.



Functional Area Requests

Captains now can request their functional area through AIM. ACC officers in their 5th to 10th years of service can access AIM online and request up to three functional areas. This information can then be used by HRC career managers for assignment and school considerations. ■

Take AIM at your future

<https://www.hrc.army.mil>

Click on the AIM logo and log onto AKO

EDARRT, from page 14

rent efforts using EDARRT is the establishment of a series of reports that enables personnel managers to monitor the personnel and pay status of medical holdover Soldiers.

Through the use of these reports, case managers can not only respond to existing problems, i.e., pay or benefits ending for Soldiers while still in a

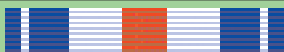
mobilized status, but they also have the view of Soldiers who are in a status that will result in pay or benefit problems if no action is taken within 30 days. This allows the Army to be proactive in addressing this select group of Soldiers and can prevent interruptions in pay and benefits. ■

One Army, from page 15**Phase III**

This phase addresses how HRC Alexandria processes retirements and separations for current USAR officers. There is no change to the current retirement application procedures contained in AR 600-8-24, Officer Transfers and Discharges. Officers may withdraw their retirement application to continue to serve in RA status. Officers with approved retirements or those on transition leave after November 11, will be automatically converted to RA. HRC Alexandria will continue to process Declination to Voluntary Indefinite (VI) memos until

October 1. After November 11, HRC Alexandria will issue resignation orders (not REFRAD) for separations. The MILPER Message detailing this change will be posted on HRC's web site once it is released.

Changing the status of all officers to RA illustrates that, regardless of commissioning source, all officers serve as equals and are all part of the total Army. ■

**Army Military Awards
Branch**

Visit <https://www.hrc.army.mil/site/active/TAGD/awards> for information on...

- **Combat Action Badge requirements and processing information**
- **Frequently Asked Questions**
- **Awards statistics on OIF and OEF medals**
- **MILPER messages specifically related to awards**
- **Contact information for active duty Soldiers, retirees, and veterans**



Combat Action Badge

The information provided below is an excerpt from the Implementing Instructions distributed to the field beginning on June 6. The entire letter can be found at www.hrc.army.mil under "awards." The full letter also provides details on recent changes made to eligibility requirements for the Combat Infantryman's Badge and the Combat Medic Badge.

c. Combat Action Badge. On 2 May 2005, the Chief of Staff, Army approved the creation of the CAB to provide special recognition to Soldiers who personally engage, or are engaged by the enemy.

(1) Intent. The requirements for award of the CAB are Branch and MOS immaterial. Assignment to a Combat Arms unit or a unit organized to conduct close or offensive combat operations, or performing offensive combat operations is not required to qualify for the CAB. However, it is not intended to award all Soldiers who serve in a combat zone or imminent danger area.

(2) Specific eligibility requirements are as follows:

- (a) May be awarded to any Soldier.
- (b) Soldier must be performing assigned duties in an area where hostile fire pay or imminent danger pay is authorized.
- (c) Soldier must be personally present and actively engaging or being engaged by the enemy, and performing satisfactorily in accordance with the prescribed rules of engagement.
- (d) Soldier must not be assigned/attached to a unit that

would qualify the Soldier for the CIB/CMB. (For example, an 11B assigned to Corps staff is eligible for award of the CAB. However, an 11B assigned to an infantry battalion is not eligible for award of the CAB.)

(3) Other Services and foreign soldiers. May be awarded to members from the other U.S. Armed Forces and foreign Soldiers assigned to a U.S. Army unit, provided they meet the above criteria. (that is, KATUSAs in 2d ID).

(4) Qualifying periods. Award of the CAB is authorized from 18 September 2001 to a date to be determined. Award for qualifying service in any previous conflict is not authorized.

(5) Subsequent awards.

(a) Only one CAB may be awarded during a qualifying period.

(b) Second and third awards of the CAB for subsequent qualify periods will be indicated by superimposing 1 and 2 stars respectively, centered at the top of the badge between the points of the oak wreath.

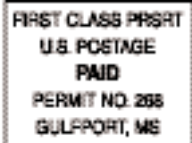
(6) Retroactive awards. Retroactive awards for the CAB are not authorized prior to 18 September 2001. For service on or after 18 September 2001, applications (to include supporting documentation) for retroactive awards of the CAB will be forwarded through the first two star general in the chain of command to CG, USA HRC, ATTN: AHRC-PDO-PA, Alexandria, VA 22332-0471.

(7) Wear Policy (see AR 670-1). The CAB is categorized as a Group 1 badge.

d. Soldiers may be awarded the CIB, CMB and CAB for the same qualifying period, provided the criteria for each badge is met. However, subsequent awards of the same badge within the same qualifying period are not authorized.

e. Who may award. The CIB, CMB and CAB may be awarded by any commander delegated authority by the Secretary of the Army during wartime or the CG, USA HRC. Effective the date of this letter, commanders delegated authority to award the CIB, CMB and CAB may further delegate award authority to commanders in the grade of major general or above. Combat badges will be announced in permanent orders.

Commander, HRC
Attn: PAO, Room 7565
200 Stovall Street
Alexandria, VA 22332-0404



Return Service Requested